

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 07-15

Introduced by Council President Boniface at the request of the County Executive

Legislative Day No. 07-11 Date April 10, 2007

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 06-14, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, April 10, 2007

Introduced, read first time, ordered posted and public hearing scheduled

on: May 8, 2007

at: 6:45p.m.

By Order: Barbara J. O'Connor, Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 8, 2007, and concluded on, May 8, 2007.

Barbara J. O'Connor, Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. [05-19] 06-14, as amended, Harford County Pay Plan, is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Law Enforcement and Corrections Plans and Schedules, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby, enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

<u>General Administration:</u>	<u>Grade</u>
Administrative Assistant I	G08
Administrative Assistant II	G09
Administrative Specialist I	G10
Administrative Specialist II	G12
Administrator, Office on Aging	G17
Administrator, Harford Transit	G17
Asset Manager	G15
Assistant Council Attorney	G18
Assistant County Attorney I	G14
Assistant County Attorney II	G18
Assistant Manager, Harford Transit	G11
ASSISTANT SENIOR CENTER MANAGER	G10
Benefits Program Manager	G13
Bus Driver	G03
Business Development Associate	G13

BILL NO. 07-15

1	Business Retention Specialist	G12
2	CAD Administrator	G11
3	Chief, Information Systems Division	G19
4	Claims Adjuster	G11
5	Client Advocacy Services Assistant Manager	G13
6	Client Advocacy Services Manager	G15
7	Client Advocacy Services Specialist	G10
8	Communications Specialist I	G06
9	Communications Specialist II	G07
10	Community Resources Coordinator	G11
11	Coordinator for Disabilities	G11
12	COUNCIL AUDITOR	G20
13	Cultural Arts Board Coordinator	G11
14	Database Administrator	G14
15	DEPUTY CHIEF OF STAFF	G17
16	Deputy Director of Community Services	G18
17	Deputy Director of Human Resources	G18
18	DEPUTY DIRECTOR OF INSPECTIONS, LICENSES AND PERMITS	G18
19	Deputy Director of Planning and Zoning	G18
20	Deputy Director of Procurement	G18
21	Deputy Director of Public Works	G20
22	Economic Development Manager	G15
23	Executive Director, HCN	G16

BILL NO. 07-15

1	Fleet Manager	G15
2	GIS Coordinator	G16
3	GIS Public Access Technician	G09
4	Grants Administrator	G14
5	Grants Coordinator	G12
6	Grants Specialist I	G07
7	Grants Specialist II	G08
8	Harford Transit Safety/Training Supervisor	G11
9	Housing Services Coordinator	G13
10	Housing Services Counselor	G11
11	Human Relations Manager	G16
12	Human Resources Analyst	G12
13	Human Resources Specialist	G10
14	Human Resources Technician	G07
15	Juvenile Drug Court Coordinator	G13
16	Legal Assistant I	G06
17	Legal Assistant II	G10
18	Legal Assistant III	G12
19	Legislative Drafter	G15
20	Legislative Research Assistant	G07
21	Long-Term Care Coordinator	[G10]G11
22	Management Analyst	G13
23	Management Assistant I	G11

BILL NO. 07-15

1	Management Assistant II	G13
2	Manager, Classification/Employment Services	G17
3	Manager, Senior Center Division	G14
4	Manager, Substance Abuse and Drug Control Policy	G16
5	Manager, Harford Transit	G15
6	Media Specialist	G11
7	Producer/Manager, HCN	G15
8	Public Information Assistant	G11
9	Purchasing Agent I	G09
10	Purchasing Agent II	G11
11	Purchasing Agent III	G15
12	Recycling Program Coordinator	G11
13	Recycling Program Manager	G15
14	Risk Manager	G16
15	Risk Management Assistant	G08
16	Senior Assistant Council Attorney	G20
17	Senior Assistant County Attorney	G20
18	SENIOR CENTER MANAGER	G11
19	Senior Center Specialist	G09
20	Supervisor, Central Services	G12
21	Systems Coordinator	G16
22	Telecommunications Assistant	G12
23	Telecommunications Coordinator	G17

BILL NO. 07-15

1	Telecommunications Engineer I	G12
2	Telecommunications Engineer II	G13
3	Telecommunications Specialist I	G14
4	Telecommunications Specialist II	G15
5	Tourism Manager	G13
6	Video Producer	G13
7	Web Administrator	G14
8	Web Designer	G12
9	Zoning Hearing Assistant	G09
10	<u>Building Maintenance Service:</u>	<u>Grade</u>
11	Assistant Supervisor of Custodial Workers	G07
12	Building Construction and Repair Supervisor	G12
13	Building Maintenance Mechanic I	G08
14	Building Maintenance Mechanic II	G09
15	Building Maintenance Supervisor	G13
16	Building Maintenance Worker I	G03
17	Building Maintenance Worker II	G05
18	Custodial Worker I	G01
19	Custodial Worker II	G03
20	Custodial Worker III	G05
21	Master Cabinetmaker	G09
22	Senior Plans Reviewer	G13
23	Skilled Trade Apprentice	G05

BILL NO. 07-15

1	Supervisor of Custodial Workers	G11
2	<u>Clerical Service:</u>	<u>Grade</u>
3	Assistant Secretary of the Council	G11
4	Central Services Operator	G05
5	Central Services Specialist	G07
6	Claims Clerk	G06
7	Clerical Assistant	G01
8	Clerk - Dispatcher	G05
9	Clerk Typist	G04
10	Clerk Typist II (Grandfathered)	G04
11	Computer Records Assistant	G07
12	Help Desk Support Specialist	G07
13	Human Resources Clerk	G06
14	Inventory Control Clerk	G06
15	Legal Clerk	G06
16	Legal Secretary	G07
17	Legal Specialist I	G08
18	Legal Specialist II	G09
19	Legal Specialist III	G11
20	Legislative Secretary	G07
21	Mail Room Clerk-Messenger	G05
22	Procurement Clerk	G06
23	Secretary I	G06

BILL NO. 07-15

1	Secretary II	G08
2	<u>Engineering and Related Service:</u>	<u>Grade</u>
3	Chief, Access & Utilities Permits	G15
4	Chief, Bureau of Construction Management	G16
5	Chief Construction Inspector	G13
6	Chief, Engineering Division	G18
7	Chief, Environmental Enforcement	G13
8	Chief, Facilities and Operations Division	G17
9	Chief, Highways Division	G17
10	Chief, Land Acquisition	G15
11	Chief, Solid Waste Management Division	G16
12	Chief Vertical Inspector	G14
13	Chief, Water and Sewer Administration	G18
14	Chief Water/Sewer Utility Technician	G13
15	Civil Engineer I	G12
16	Civil Engineer II	G14
17	Civil Engineer III	G16
18	Civil Engineer IV	G17
19	Construction Inspector I	G08
20	Construction Inspector II	G09
21	Construction Inspector III	G11
22	Drafting Technician I	G05
23	Drafting Technician II	G07

BILL NO. 07-15

1	Drafting Technician Trainee	G03
2	Engineering Associate I	G07
3	Engineering Associate II	G09
4	Engineering Associate III	G11
5	Engineering Associate IV	G13
6	Engineering Associate V	G14
7	Engineering Records Technician	G11
8	Land Surveyor	G14
9	Process Engineer	G16
10	Right-of-Way Agent I	G10
11	Right-of-Way Agent II	G13
12	Right-of-Way Agent III	G14
13	Vertical Inspector I	G09
14	Vertical Inspector II	G10
15	Vertical Inspector III	G12
16	Water/Sewer Permits Technician	G08
17	Water/Sewer Utility Technician I	G09
18	Water/Sewer Utility Technician II	G10
19	Water/Sewer Utility Technician III	G12
20	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
21	Accountant I	G10
22	Accountant II	G14
23	Accountant III	G16

BILL NO. 07-15

1	Accountant IV	G17
2	Accounting Clerk I	G05
3	Accounting Clerk II	G07
4	Accounting Technician I	G09
5	Accounting Technician II	G10
6	Accounts Payable Supervisor	G14
7	Administrative Budget Technician I	G10
8	Administrative Budget Technician II	G12
9	Assistant Supervisor of Revenue Collections	G12
10	Budget Analyst	G12
11	Budget Assistant	G07
12	Cashier - Development Trainee	G02
13	Cashier I	G05
14	Cashier II	G07
15	Chief, Bureau of Accounting	G19
16	Chief, Budget & Management Research	G19
17	Computer Operations Supervisor	G12
18	Computer Operator	G07
19	Computer Operator Trainee	G06
20	Computer Resources Technician I	G10
21	Computer Resources Technician II	G11
22	Computer System Engineer I	G10
23	Computer System Engineer II	G11

BILL NO. 07-15

1	Computer System Engineer III	G12
2	Computer System Engineer IV	G14
3	Deputy Chief, Budget & Management Research	G16
4	Deputy Chief, Management Information Systems	G18
5	Deputy Treasurer	G20
6	Economic Development Financial Specialist	G13
7	Financial Systems Coordinator	G13
8	Financial Systems Management Supervisor	G14
9	Programmer	G10
10	Programmer Analyst I	G14
11	Programmer Analyst II	G15
12	Revenue Collections Supervisor	G14
13	Senior Budget Analyst	G14
14	Senior Computer Operator	G09
15	Senior Computer Resources Technician	G13
16	Systems Analyst	G16
17	Systems Programmer	G14
18	Water & Sewer Accounting Supervisor	G14
19	<u>Parks and Recreation Service:</u>	<u>Grade</u>
20	Chief of Parks and Facilities	G17
21	Chief of Recreation	G17
22	Park Building Maintenance Worker	G05
23	Park Maintenance Crew Leader I	G06

BILL NO. 07-15

1	Park Maintenance Crew Leader II	G07
2	Park Maintenance Mechanic I	G07
3	Park Maintenance Mechanic II	G09
4	Park Maintenance Worker I	G03
5	Park Maintenance Worker II	G04
6	Park Maintenance Worker Trainee	G01
7	PARKS AND FACILITIES MAINTENANCE SUPERVISOR	G13
8	[Parks and Facilities Building Maintenance Supervisor	G12]
9	[Parks and Facilities Grounds Maintenance Supervisor	G13]
10	Recreation Specialist I	G07
11	Recreation Specialist II	G09
12	Recreation Specialist III	G13
13	Recreation Specialist IV	G14
14	Recreation Specialist V	G15
15	SUPERINTENDENT OF PARKS AND FACILITIES	G15
16	<u>Planning and Zoning Service:</u>	<u>Grade</u>
17	Permits Review Supervisor	G13
18	Planner I	G10
19	Planner II	G13
20	Planner III (Supervisory or Technical)	G16
21	Planner IV	G17
22	Planning and Zoning Division Chief	G18
23	Planning Assistant I	G08

BILL NO. 07-15

1	Planning Assistant II	G09
2	Zoning Enforcement Coordinator	G13
3	Zoning Inspector I	G08
4	Zoning Inspector II	G10
5	Zoning Technician	G07
6	<u>Public Safety Service:</u>	<u>Grade</u>
7	Animal Control Officer I	G07
8	Animal Control Officer II	G09
9	Chief Animal Control Officer	G13
10	Chief of Security	G13
11	Deputy Manager, Emergency Operations	G17
12	Electronic Services Technician	G10
13	Manager, Emergency Services	G19
14	Public Safety Dispatcher - Probationary	G05
15	Public Safety Dispatcher I	G06
16	Public Safety Dispatcher II	G07
17	Public Safety Dispatcher III	G09
18	PUBLIC SAFETY HAZMAT MANAGER	G13
19	Public Safety Manager	G15
20	Public Safety Shift Manager	G13
21	Public Safety Supervisor	G11
22	Public Safety Technology Supervisor	G12
23	Safety Inspector	G11

BILL NO. 07-15

1	Safety Inspector Trainee	G07
2	Safety Officer	[G13]G14
3	Security Guard	G05
4	Special Police Officer	G08
5	<u>Labor and Trades Service:</u>	<u>Grade</u>
6	Assistant Storekeeper	G03
7	Central Stores Coordinator	G08
8	Central Stores Manager	G09
9	Chauffeur-Laborer	G04
10	Equipment Operator	G06
11	Equipment Operator Trainee	G05
12	Equipment Repair Specialist	G07
13	Laborer	G01
14	Road Marking Equipment Operator I	G06
15	Road Marking Equipment Operator II	G08
16	Senior Equipment Operator	G07
17	Storekeeper	G04
18	Trades/Laborer	G06
19	Traffic Sign Mechanic I	G02
20	Traffic Sign Mechanic II	G06
21	Traffic Sign Mechanic III	G07
22	Utility Worker I	G07
23	Utility Worker II	G08

BILL NO. 07-15

1	Water Meter Mechanic I	G05
2	Water Meter Mechanic II	G07
3	Water Meter Mechanic Trainee	G03
4	Water Meter Technician I	G08
5	Water Meter Technician II	G10
6	Water/Sewer Utility Worker I	G04
7	Water/Sewer Utility Worker II	G05
8	Water/Sewer Utility Worker III (Non-certified)	G06
9	Water/Sewer Utility Worker III (Certified)	G07
10	Water/Sewer Utility Worker IV	G08
11	<u>Public Works Operation Service:</u>	<u>Grade</u>
12	Assistant Superintendent of Highways	G14
13	Assistant Superintendent of Plant Operations	G15
14	Chemist	G13
15	Chief, Water & Sewer Facilities	G17
16	Chief, Water & Sewer Operations	G19
17	Crew Chief	G10
18	Electrician/Water & Sewer Operations	G11
19	Highways Maintenance Supervisor	G13
20	Instrumentation Technician	G10
21	Laboratory Assistant	G07
22	Laboratory Technician	G09
23	Laboratory Technician, Grandfathered	G10

1	Landfill Supervisor	G10
2	Litter Control Program Team Leader	G05
3	Plant Operations Manager	G14
4	Plant Operator Trainee I (Water or Wastewater)	G05
5	Plant Operator Trainee II (Water or Wastewater)	G07
6	Plant Operator (Water or Wastewater)	G09
7	Plant Superintendent, Water & Sewer Facility Maintenance	G15
8	Plant Superintendent, Water or Wastewater Operations	G17
9	Pre-Treatment Inspector	G11
10	Pre-Treatment Inspector, Grandfathered	G12
11	Senior Instrumentation Technician	G11
12	Senior Laboratory Technician	G11
13	Senior Plant Operator (Water or Wastewater)	G11
14	Senior Water/Wastewater Facility Mechanic	G10
15	Shift Supervisor/Plant Operations	G13
16	Superintendent of Highways	G15
17	Superintendent of Laboratories	G16
18	Superintendent, Water and Sewer Facilities	G16
19	Supervisor of Meter Operations	G13
20	Traffic Operations Supervisor	G13
21	Water and Sewer Maintenance Supervisor	G13
22	Water and Sewer Facilities Maintenance Specialist	G12
23	Water And Sewer Utility Crew Chief	G11

BILL NO. 07-15

1	Water/Wastewater Facility Mechanic	G09
2	Water/Wastewater Facility Mechanic Trainee	G07
3	Weighmaster/Attendant I	G03
4	Weighmaster/Attendant II	G05
5	Weighmaster/Attendant Trainee	G01
6	<u>Permits and Inspection Service:</u>	<u>Grade</u>
7	Building Inspections Supervisor	G13
8	Building Inspector I	G09
9	Building Inspector II	G10
10	Building Inspector III	G12
11	Chief, Building Services	G17
12	Chief, Electrical Services	G17
13	Chief, Housing Services	G15
14	Chief, Plumbing Services	G17
15	Commercial Inspector	G13
16	Electrical Inspector I	G10
17	Electrical Inspector II	G11
18	Electrical Inspector III	G13
19	Environmental Inspector I	G08
20	Environmental Inspector II	G09
21	Environmental Inspector III	G11
22	Housing Inspector	G10
23	Licensing Clerk	G06

BILL NO. 07-15

1	Permits Clerk	G06
2	Permits Technician	G08
3	Plans Reviewer	G11
4	Plumbing Inspector I	G10
5	Plumbing Inspector II	G11
6	Plumbing Inspector III	G13
7	<u>Exempt Personnel:</u>	<u>Grade</u>
8	Administrative Secretary I	G08
9	Administrative Secretary II	G09
10	Administrative Secretary III	G10
11	Chief of Staff	G20
12	Council Administrator	G17
13	Council Attorney (Part-Time)	G20
14	County Attorney	G22
15	Deputy County Attorney	G21
16	Director of Administration	G23
17	Director of Community Services	G21
18	Director of Economic Development	G21
19	Director of Governmental and Community Relations	G21
20	Director of Inspections, Licenses and Permits	G21
21	Director of Parks and Recreation	G21
22	Director of Planning and Zoning	G21
23	Director of Procurement	G21

BILL NO. 07-15

1	Director of Public Works	G22
2	Director of Human Resources	G21
3	Secretary-County Executive	G10
4	Treasurer	G22
5	Zoning Hearing Examiner (Part-Time)	G20
6		

Special Funded PositionsSheriff's OfficeLaw Enforcement:Grade

Chief Deputy

L-09

Captain

L-07

Corporal

L-04

Deputy

L-02

Deputy First Class

L-03

Deputy/Recruit

L-01

Lieutenant

L-06

Major

L-08

Sergeant

L-05

Corrections:

Captain

D-07

Corporal

D-04

Corrections Officer, Recruit

D-01

Lieutenant

D-06

Major

D-08

Officer

D-02

Officer First Class

D-03

Sergeant

D-05

Unranked:

Accounting Clerk I

A-02

BILL NO. 07-15

1	Accounting Clerk II	A-05
2	Administrative Assistant	A-07
3	Administrator	A-09
4	Applicant Investigator	A-07
5	Asset Seizure & Financial Investigator	A-08
6	Budget Manager	A-10
7	Chaplain	A-05
8	Classification Counselor	[A-06]A-07
9	Classification Supervisor	[A-07]A-08
10	Commissary/Inventory Manager	A-04
11	Computer Forensics Examiner	A-08
12	Cook	A-01
13	Command Staff Secretary	A-04
14	Computer Analyst	A-10
15	Computer Resource Technician	A-06
16	Crime Analyst	A-07
17	Health Services Administrator	A-09
18	Inmate Property Manager	A-04
19	IPC Booking Clerk I	A-04
20	IPC Booking Clerk II	A-04
21	Law Enforcement/Intelligence Analyst	[A-07]A-08
22	Maintenance Supervisor	A-06
23	Personnel Assistant	A-04

BILL NO. 07-15

1	Personnel Manager	A-10
2	Pretrial Services Coordinator	A-07
3	Program Coordinator	A-05
4	Property Management Assistant	A-04
5	Property Manager	[A-07]A-08
6	[Public Information Officer	A-08]
7	PUBLIC INFORMATION SPECIALIST	A-08
8	Quartermaster/Fleet Assistant	A-04
9	Quartermaster/Fleet Manager	A-09
10	Records Administrator	A-09
11	Records Clerk I	A-02
12	Records Clerk II	A-04
13	Records Clerk Supervisor	A-05
14	Records Manager	A-10
15	School Crossing Guard	A-01
16	Senior Cook	A-02
17	Sex Offender Verification Investigator	A-07
18	Special Programs Coordinator	A-06
19	Standards/Accreditation Manager	A-08
20	Steward	A-07
21	Telecommunications Specialist	A-08
22	Victim Services Advocate	[A-04]A-05
23	Victim Services Coordinator	A-05

BILL NO. 07-15

1 Warden

[A-14]A-15

2 (Note: The above positions are funded by Harford County pursuant to state law and are included as a
3 schedule of payments only; above listed positions are not Harford County employment positions.)

Special Funded PositionsJudicial

	<u>Grade</u>
1	
2	
3	
4	Administrative Assistant I C06
5	Administrative Assistant II C07
6	Administrative Secretary Assistant C05
7	Assistant to Jury Commissioner C07
8	Community Work Service Counselor C06
9	Court Bailiff C01
10	Court Reporter I C13
11	Court Reporter II C17
12	Criminal Assignment Clerk C07
13	Director, Community Work Services Program C11
14	Director, Family Court Services C15
15	Evaluator/Mediator C16
16	Family Services Coordinator C05
17	Jury Commissioner C12
18	Juvenile Master C12
19	Law Clerk (Bar Members) C10
20	Law Clerk (Non-Bar Members) C08
21	Pro Se Forms Coordinator C08
22	Secretary (Administrative) C12
23	Secretary I (Judicial) C06

BILL NO. 07-15

1	Secretary II (Judicial)	C08
2	Secretary III (Judicial)	C11
3	Social Worker	C13

4 (Note: The above positions are funded by Harford County pursuant to state law and are included as a
5 schedule of payments only; above listed positions are not Harford County employment positions.)

Special Funded PositionsState's Attorney Office*

Administrator, State's Attorney's Office	G15
Assistant State's Attorney I	G14
Assistant State's Attorney II	G18
Assistant State's Attorney III	G20
Deputy State's Attorney/Senior Trial Assistant	G21

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to state law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

1 Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code,
2 as amended.

3 Section 3. Be It Further Enacted, that step increases may be authorized upon completion of the
4 performance appraisal program for county employees covered by the Pay Plan and Classification
5 Plan. In order for a step increase, the employee must achieve a meets standards performance
6 appraisal in the year in which a step increase is authorized.

7 Section 4. Be It Further Enacted, that this Act is hereby declared to be an emergency act,
8 necessary for the proper operation of the county government, and it shall become law on the date it is
9 signed by the County Executive; however, payments or benefits shall continue to be paid under
10 Ordinance [05-19]06-14, as amended, until [June 16, 2006] JUNE 15, 2007 and no payments or
11 benefits shall accrue under this act until on or after [June 17, 2006] JUNE 16, 2007.

EFFECTIVE: July 1, 2007

*The Council Administrator does hereby certify that
fifteen (15) copies of this Bill are immediately available for
distribution to the public and the press.*



Council Administrator

HARFORD COUNTY, MARYLAND
GOVERNMENT SERVICE SALARY SCHEDULE
FISCAL YEAR 2008

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	L1	L2	L3	L4	L5	L6
G01	10.57	10.89	11.22	11.55	11.90	12.25	12.61	12.99	13.37	13.76	14.17	14.60	15.05	15.50	15.95	16.75	17.59	18.47	19.39	20.36	21.37
G02	11.37	11.72	12.07	12.43	12.81	13.19	13.59	14.01	14.43	14.85	15.30	15.76	16.24	16.72	17.22	18.08	18.98	19.92	20.92	21.97	23.07
G03	12.09	12.45	12.83	13.21	13.61	14.04	14.45	14.87	15.32	15.78	16.26	16.74	17.25	17.77	18.30	19.21	20.18	21.19	22.25	23.36	24.52
G04	12.55	12.95	13.33	13.72	14.13	14.54	14.99	15.44	15.90	16.38	16.87	17.39	17.90	18.45	18.99	19.94	20.94	21.99	23.09	24.26	25.46
G05	12.83	13.21	13.61	14.04	14.45	14.87	15.32	15.78	16.26	16.74	17.25	17.77	18.30	18.85	19.42	20.39	21.41	22.48	23.61	24.78	26.03
G06	13.20	13.60	14.02	14.44	14.86	15.31	15.77	16.25	16.73	17.23	17.75	18.28	18.83	19.39	19.97	20.97	22.02	23.12	24.29	25.49	26.77
G07	14.83	15.27	15.73	16.22	16.70	17.20	17.72	18.25	18.80	19.36	19.94	20.54	21.16	21.81	22.44	23.58	24.75	26.00	27.30	28.66	30.10
G08	15.70	16.18	16.67	17.17	17.69	18.22	18.77	19.33	19.91	20.51	21.13	21.76	22.40	23.07	23.77	24.97	26.21	27.53	28.91	30.35	31.87
G09	16.75	17.26	17.78	18.31	18.86	19.43	20.01	20.61	21.22	21.87	22.52	23.20	23.90	24.61	25.35	26.37	27.42	28.51	29.64	30.83	32.06
G10	17.89	18.44	18.98	19.56	20.14	20.75	21.36	22.00	22.67	23.35	24.05	24.76	25.50	26.27	27.06	28.14	29.26	30.43	31.64	32.91	34.23
G11	19.14	19.71	20.30	20.91	21.55	22.20	22.87	23.55	24.26	24.99	25.73	26.50	27.30	28.10	28.94	30.10	31.30	32.55	33.86	35.22	36.63
G12	19.80	20.39	21.00	21.63	22.28	22.96	23.64	24.35	25.08	25.82	26.59	27.39	28.21	29.06	29.93	31.13	32.37	33.66	35.01	36.41	37.86
G13	21.10	21.73	22.37	23.05	23.75	24.46	25.20	25.97	26.75	27.56	28.39	29.23	30.11	31.01	31.94	33.22	34.55	35.93	37.36	38.85	40.40
G14	22.68	23.36	24.07	24.78	25.52	26.29	27.08	27.89	28.73	29.59	30.48	31.38	32.32	33.29	34.30	35.67	37.09	38.57	40.11	41.72	43.38
G15	24.43	25.16	25.90	26.68	27.49	28.33	29.16	30.03	30.95	31.88	32.84	33.83	34.84	35.89	36.95	38.43	39.96	41.57	43.23	44.96	46.76
G16	26.40	27.20	28.01	28.85	29.72	30.61	31.53	32.47	33.44	34.44	35.47	36.53	37.63	38.76	39.92	41.12	42.35	43.62	44.93	46.28	47.67
G17	28.49	29.34	30.21	31.12	32.06	33.02	34.01	35.03	36.08	37.16	38.27	39.42	40.60	41.82	43.07	44.36	45.69	47.06	48.47	49.92	51.42
G18	29.31	30.19	31.10	32.04	33.00	33.99	35.01	36.06	37.14	38.25	39.40	40.58	41.80	43.05	44.34	45.67	47.04	48.45	49.90	51.40	52.94
G19	30.52	31.43	32.37	33.34	34.34	35.37	36.43	37.52	38.65	39.81	41.00	42.22	43.49	44.81	46.15	47.53	48.96	50.43	51.94	53.50	55.11
G20	31.67	32.62	33.59	34.60	35.64	36.71	37.81	38.94	40.11	41.31	42.56	43.84	45.16	46.51	47.88	49.32	50.80	52.32	53.89	55.51	57.18
G21	33.23	34.23	35.26	36.32	37.41	38.53	39.69	40.88	42.11	43.36	44.66	46.00	47.38	48.80	50.27	51.78	53.33	54.93	56.58	58.28	60.03
G22	37.69	38.82	39.98	41.18	42.42	43.70	45.01	46.35	47.74	49.18	50.66	52.18	53.76	55.36	57.02	58.73	60.49	62.30	64.17	66.10	68.08
G23	44.04	45.36	46.71	48.12	49.56	51.05	52.59	54.17	55.80	57.47	59.19	60.96	62.80	64.69	66.62	68.62	70.68	72.80	74.98	77.23	79.55

HARFORD COUNTY SHERIFF'S OFFICE
LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 2008

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
L01	20.06	20.36															
L02	21.17	21.81	22.45	23.13	23.82	24.53	25.28	26.03	26.81	27.61	28.45	29.30	30.18	31.09	32.01	32.98	33.97
L03	22.71	23.39	24.09	24.81	25.56	26.33	27.12	27.93	28.77	29.63	30.52	31.44	32.38	33.35	34.35	35.38	36.44
L04	26.18	26.97	27.78	28.61	29.47	30.35	31.26	32.20	33.17	34.17	35.18	36.25	37.33	38.45	39.60	40.79	
L05	28.41	29.26	30.14	31.04	31.97	32.93	33.92	34.94	35.99	37.07	38.18	39.33	40.50	41.72	42.97		
L06	32.77	33.75	34.77	35.81	36.88	38.00	39.13	40.30	41.52	42.77	44.04	45.37	46.73	48.13			
L07	37.12	38.23	39.38	40.56	41.78	43.03	44.32	45.65	47.02	48.43	49.88	51.39	52.92				
L08	40.86	42.09	43.35	44.65	45.99	47.37	48.79	50.25	51.76	53.31	54.91	56.56					
L09	44.91	46.26	47.65	49.07	50.54	52.06	53.62	55.23	56.89	58.60	60.35						

HARFORD COUNTY, MARYLAND
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 2008

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	L1	L2	L3	L4	L5	L6
A00	10.94																				
A01	12.38	12.89																			
A02	12.89	13.28	13.68	14.09	14.51	14.95	15.40	15.85	16.34	16.82	17.33	17.84	18.38	18.93	19.51	19.89	20.28	20.70	21.10	21.54	21.96
A03	13.87	14.29	14.72	15.17	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.37	20.98	21.40	21.84	22.27	22.71	23.18	23.63
A04	14.99	15.44	15.90	16.38	16.86	17.38	17.90	18.44	18.98	19.56	20.14	20.75	21.36	22.00	22.67	23.11	23.59	24.06	24.52	25.04	25.52
A05	16.24	16.72	17.23	17.74	18.28	18.82	19.38	19.96	20.56	21.18	21.83	22.47	23.14	23.83	24.54	25.06	25.54	26.07	26.57	27.12	27.66
A06	17.51	18.04	18.58	19.13	19.70	20.29	20.90	21.54	22.18	22.85	23.53	24.24	24.97	25.71	26.48	27.00	27.55	28.09	28.66	29.23	29.82
A07	18.88	19.45	20.03	20.64	21.25	21.90	22.55	23.23	23.93	24.64	25.38	26.14	26.91	27.73	28.56	29.13	29.73	30.30	30.91	31.54	32.17
A08	20.39	21.00	21.64	22.28	22.96	23.64	24.36	25.09	25.83	26.60	27.42	28.24	29.08	29.95	30.85	31.47	32.09	32.74	33.39	34.06	34.73
A09	22.02	22.69	23.37	24.07	24.79	25.53	26.30	27.10	27.90	28.74	29.60	30.50	31.40	32.34	33.31	33.64	33.99	34.33	34.67	35.02	35.37
A10	23.79	24.50	25.24	26.01	26.79	27.58	28.41	29.27	30.14	31.04	31.97	32.93	33.93	34.95	36.00	36.36	36.72	37.09	37.46	37.82	38.21
A11	25.69	26.46	27.25	28.06	28.90	29.78	30.67	31.59	32.53	33.51	34.52	35.56	36.63	37.72	38.85	39.24	39.63	40.02	40.43	40.82	41.23
A12	27.77	28.60	29.46	30.33	31.25	32.19	33.16	34.15	35.17	36.23	37.32	38.45	39.59	40.78	42.00	42.42	42.85	43.27	43.71	44.15	44.58
A13	29.97	30.87	31.80	32.76	33.74	34.74	35.78	36.85	37.97	39.11	40.29	41.50	42.73	44.03	45.33	45.78	46.26	46.71	47.18	47.66	48.13
A14	32.36	33.33	34.33	35.36	36.42	37.51	38.64	39.80	40.99	42.22	43.48	44.81	46.13	47.51	48.94	49.44	49.92	50.43	50.93	51.44	51.96
A15	34.92	35.97	37.05	38.15	39.29	40.47	41.68	42.93	44.22	45.55	46.93	48.33	49.78	51.26	52.80	53.32	53.86	54.39	54.95	55.49	56.04

HARFORD COUNTY, MARYLAND
COURT SYSTEM SALARY SCHEDULE
FISCAL YEAR 2008

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	L1	L2	L3	L4	L5	L6
C01	\$12.13	\$12.49	\$12.88	\$13.27	\$13.67	\$14.08	\$14.49	\$14.92	\$15.37	\$15.83	\$16.32	\$16.79	\$17.31	\$17.82	\$18.35	\$18.82	\$19.28	\$19.75	\$20.20	\$20.67	\$21.14
C02	\$13.40	\$13.80	\$14.21	\$14.64	\$15.09	\$15.54	\$16.01	\$16.49	\$16.98	\$17.49	\$18.01	\$18.57	\$19.11	\$19.69	\$20.28	\$20.74	\$21.20	\$21.66	\$22.13	\$22.59	\$23.05
C03	\$13.70	\$14.11	\$14.52	\$14.96	\$15.41	\$15.87	\$16.35	\$16.83	\$17.35	\$17.85	\$18.41	\$18.95	\$19.53	\$20.11	\$20.72	\$21.18	\$21.64	\$22.11	\$22.57	\$23.03	\$23.49
C04	\$14.10	\$14.51	\$14.95	\$15.40	\$15.86	\$16.34	\$16.82	\$17.33	\$17.84	\$18.39	\$18.94	\$19.51	\$20.09	\$20.70	\$21.31	\$21.78	\$22.24	\$22.70	\$23.18	\$23.63	\$24.09
C05	\$15.82	\$16.30	\$16.78	\$17.29	\$17.81	\$18.34	\$18.89	\$19.46	\$20.04	\$20.64	\$21.25	\$21.90	\$22.56	\$23.24	\$23.94	\$24.38	\$24.84	\$25.31	\$25.77	\$26.23	\$26.69
C06	\$16.75	\$17.26	\$17.78	\$18.31	\$18.86	\$19.43	\$20.01	\$20.61	\$21.22	\$21.87	\$22.52	\$23.20	\$23.90	\$24.61	\$25.35	\$25.79	\$26.25	\$26.72	\$27.19	\$27.65	\$28.10
C07	\$17.88	\$18.43	\$18.97	\$19.55	\$20.13	\$20.74	\$21.35	\$21.99	\$22.66	\$23.34	\$24.04	\$24.75	\$25.49	\$26.25	\$27.04	\$27.56	\$28.07	\$28.60	\$29.11	\$29.63	\$30.15
C08	\$19.21	\$19.79	\$20.38	\$20.99	\$21.62	\$22.27	\$22.95	\$23.63	\$24.34	\$25.07	\$25.81	\$26.58	\$27.38	\$28.20	\$29.05	\$29.57	\$30.09	\$30.61	\$31.12	\$31.64	\$32.16
C09	\$20.42	\$21.03	\$21.66	\$22.31	\$22.99	\$23.67	\$24.38	\$25.11	\$25.85	\$26.63	\$27.43	\$28.26	\$29.10	\$29.97	\$30.87	\$31.38	\$31.91	\$32.42	\$32.94	\$33.46	\$33.98
C10	\$21.13	\$21.76	\$22.40	\$23.07	\$23.77	\$24.48	\$25.22	\$26.00	\$26.78	\$27.58	\$28.41	\$29.26	\$30.14	\$31.04	\$31.97	\$32.49	\$33.01	\$33.53	\$34.04	\$34.57	\$35.08
C11	\$22.52	\$23.20	\$23.90	\$24.61	\$25.35	\$26.11	\$26.88	\$27.69	\$28.52	\$29.39	\$30.26	\$31.17	\$32.11	\$33.07	\$34.06	\$34.58	\$35.09	\$35.62	\$36.13	\$36.66	\$37.17
C12	\$24.18	\$24.92	\$25.67	\$26.45	\$27.24	\$28.05	\$28.89	\$29.77	\$30.66	\$31.58	\$32.52	\$33.50	\$34.51	\$35.55	\$36.62	\$37.13	\$37.64	\$38.17	\$38.68	\$39.21	\$39.72
C13	\$26.08	\$26.85	\$27.66	\$28.49	\$29.34	\$30.21	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	\$36.08	\$37.16	\$38.27	\$39.42	\$39.99	\$40.57	\$41.14	\$41.73	\$42.29	\$42.87
C14	\$28.17	\$29.02	\$29.89	\$30.79	\$31.71	\$32.66	\$33.63	\$34.64	\$35.68	\$36.75	\$37.85	\$38.99	\$40.16	\$41.36	\$42.60	\$43.18	\$43.75	\$44.32	\$44.90	\$45.47	\$46.04
C15	\$30.40	\$31.31	\$32.25	\$33.22	\$34.22	\$35.25	\$36.31	\$37.40	\$38.52	\$39.68	\$40.87	\$42.10	\$43.35	\$44.65	\$45.99	\$46.57	\$47.13	\$47.71	\$48.30	\$48.85	\$49.44
C16	\$31.27	\$32.21	\$33.19	\$34.19	\$35.22	\$36.28	\$37.37	\$38.49	\$39.64	\$40.83	\$42.05	\$43.31	\$44.61	\$45.96	\$47.34	\$47.91	\$48.48	\$49.06	\$49.63	\$50.20	\$50.78
C17	\$33.79	\$34.80	\$35.83	\$36.90	\$38.01	\$39.15	\$40.33	\$41.54	\$42.79	\$44.07	\$45.39	\$46.74	\$48.15	\$49.59	\$51.08	\$51.66	\$52.23	\$52.81	\$53.38	\$53.96	\$54.53

HARFORD COUNTY SHERIFF'S OFFICE
CORRECTIONS SALARY SCHEDULE
FISCAL YEAR 2008

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
D01	18.28	18.56															
D02	18.77	19.33	19.91	20.51	21.13	21.75	22.41	23.08	23.77	24.48	25.22	25.98	26.76	27.56	28.39	29.24	30.12
D03	20.03	20.63	21.25	21.89	22.55	23.23	23.92	24.64	25.38	26.14	26.92	27.73	28.56	29.42	30.30	31.21	32.15
D04	22.23	22.90	23.58	24.29	25.02	25.77	26.54	27.34	28.16	29.00	29.87	30.77	31.69	32.64	33.62	34.63	
D05	24.49	25.22	25.99	26.77	27.56	28.40	29.24	30.13	31.02	31.96	32.92	33.91	34.92	35.97	37.05		
D06	27.78	28.61	29.47	30.35	31.26	32.21	33.17	34.17	35.18	36.25	37.34	38.45	39.60	40.80			
D07	30.82	31.74	32.69	33.67	34.69	35.73	36.80	37.90	39.04	40.21	41.42	42.66	43.94				
D08	34.95	36.00	37.08	38.19	39.34	40.51	41.73	42.98	44.27	45.60	46.97	48.38					

BILL NO. 07-15HARFORD COUNTY BILL NO. 07-15Brief Title Pay & Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

Barbara J. O'Connor
Council Administrator

Date May 29th, 2007**ENROLLED**

Billy Bonifera
Council President

Date May 29th, 2007**BY THE COUNCIL**

Read the third time.

Passed: LSD 07-17

Failed of Passage: _____

By Order

Barbara J. O'Connor
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 30th day of May, 2007 at 3:00 p.m.

Barbara J. O'Connor
Council Administrator

**BY THE EXECUTIVE**

David R. Craig
COUNTY EXECUTIVE

APPROVED: Date 5-30-2007**BY THE COUNCIL**

This Bill No. 07-15 having been approved by the Executive and returned to the Council, becomes law on May 30, 2007.

EFFECTIVE DATE: July 1, 2007

Barbara J. O'Connor
Barbara J. O'Connor,
Council Administrator

BILL NO. 07-15